

**Bargaining Unit 10**  
**Fire Management**  
**International Association of Firefighters A.F.L.C.I.O.**  
**Fresno City Firefighters Association Local No. 753 (IAFF)**

<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2007: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$822.00 City Contributes \$657.60 Employee Contributes \$164.40
<b>Retirement *</b>	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.02% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP
<b>Life Insurance</b>	1 x Annual salary rounded to nearest thousandth (\$150,000 Maximum)
<b>Long Term Disability</b>	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
<b>Deferred Compensation</b>	Savings/Mutual Funds No City Contribution
<b>Holidays</b>	13 hours per month = 6.5 shifts per year (working shift = 24 hours)
<b>Vacation</b>	22 hours per month
<b>Sick Leave</b> (Available after 1 month)	12 hours per month
<b>Family Sick Leave</b>	Up to 72 hours of accrued sick leave per fiscal year
<b>Administrative Leave</b>	72 hours per fiscal year Fire Chief may grant up to an additional 32 hours per fiscal See MOU for cash out policy
<b>Uniform Allowance</b>	\$790 per year
<b>Bilingual</b>	\$50 per month
<b>Workers' Compensation</b>	85% of compensation
<b>Health Reimbursement Arrangement (HRA)</b>	To pay premiums for post-retirement medical insurance

**LEGEND:**

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service
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